



DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
DA SECRETARIAT FOR SENIOR ENLISTED SELECTION BOARDS
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REPLY TO
ATTENTION OF

AHRC-EB

21 February 2007

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, US Army Adjutant General's School, Ft. Jackson, SC 29207-7045

SUBJECT: Career Management Field (CMF) 42 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 30 January 2007, subject: Memorandum of Instruction for the FY07 SFC Promotion Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 42 submits this Review and Analysis to assist you in executing your duties as proponent for MOS within this CMF.

3. Competence assessment of Promotion Zone (strengths and weaknesses).

a. Performance and potential (particularly leadership opportunities).

(1) A noted concern were NCOs being rated among the best, having bullets stating promote now, immediately, or ahead of peers; but given twos in the senior rater performance/potential blocks made it difficult for board members to evaluate performance and potential.

(2) Several SSGs had UCMJ/General Officer Memorandums of Reprimand on their OMPF, but the misconduct was not annotated on the NCOER for the period the infraction occurred.

(3) Many SSGs were slotted in SFC or MSG positions but were rated as a SSG on their NCOER and vice versa.

(4) The panel members looked at those NCOs in the most challenging/high risk assignments more favorably.

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b. Utilization and assignments (particularly in PMOS).

(1) Majority of SSGs were being utilized in their PMOS.

(2) SSGs working in duty assignments in excess of 36 months were viewed negatively by the board members.

(3) There were a few SSGs working outside their CMF and they were viewed negatively by the board members. Example: Working in Supply (92Y).

(4) Majority of the 42L background Soldiers are seeking the most challenging assignments such as Drill Sergeant, Instructor and Recruiter positions were reviewed as more favorable for an indicator of promotion potential.

c. Training and education.

(1) Majority of SSGs have achieved two years or more of college.

(2) Most of the 42Ls have completed the 42A certification training.

(3) Numerous SSGs have completed ANCOC.

(4) Panel members noted that Soldiers who recently reclassified from 42L to 42A had a large number of NCOs with degrees. Those NCOs that sought out and completed additional SQI and ASI producing training were viewed as more competitive.

d. Physical Fitness.

(1) Very few SSGs were awarded the APFT badge. NCOERs need to specifically state the PT badge was awarded.

(2) Height and weight was an area of great concern. Many NCOs had gained 20 or more pounds but were still in compliance with AR 600-9. Therefore, professional appearance (DA Photo) appeared compromised especially if the photo was over two years old or missing. This fact was viewed negatively by board members.

e. Overall career management.

(1) NCOs who successfully completed the diverse and challenging assignments were looked at as having promotion potential.

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(2) Numerous SSGs have worked or are currently working in duty positions of greater responsibilities.

(3) The overall career management is superb. As the consolidation comes to an end, we should ensure that former 42Ls don't remain in traditional positions and the same with 42As in order to take advantage of the opportunities of consolidation.

4. CMF structure and career progression assessment.

a. MOS compatibility within CMF.

(1) Compatibility is good; 42As are working in 42Ls positions and vice versa.

(2) For professional growth and development, most 42A who served in 42L positions (and vice versa) were very successful in their jobs.

b. Suitability of standards of grade and structure. No major indicators of issues with grade and structure were noted.

c. Assignment and promotion opportunity.

(1) Very few SSGs have had special duty assignments and a majority of the SSGs are either waiting or either being involuntarily selected for special duty assignments with 15 or more years in service.

(2) Continue assigning 42A to 42L duty assignments (and vice versa) for professional development and growth. Soldiers must seek varied challenging positions and be consistent high-performers to remain competitive.

d. Overall health of CMF.

(1) Overall, the CMF continues to remain healthy and will provide the leaders of the future.

(2) Other NCOs that transition from a combat MOS to the 42 CMF have been very successful in the 42A/L MOS.

e. Other, as appropriate.

(1) A few SSGs had missing DA Photos, which reflected negatively on the NCO. BLUF: No excuses for missing photos.

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(2) Not enough SSGs volunteering for special duty assignments as SGTs or junior SSGs.

(3) Very few NCOs were SGT Morales, Audie Murphy, or NCO of the Year awardees/inductees. NCOs should be encouraged to seek out these professional recognition opportunities to set themselves apart from their peers.

5. Recommendations.

a. Competence.

(1) If an NCO does not receive a one in performance or potential on his or her NOCER, the senior rater should not be able to use the bullet stating promote now, immediately, or ahead of peers.

(2) NCOERs if appropriate should be annotated when a NCO receives UCMJ or a General Officer Memorandum of Reprimand.

(3) NCOs need to ensure if they are slotted in SFC or MSG positions that it is also annotated on their NCOERs.

b. CMF structure and career progression. Career managers need to ensure that NCOs do not stay in the same duty assignment for more than 36 months if at all possible.

c. Training and Education.

(1) Ensure 42As are receiving the ASI training to stay competitive in the CMF.

(2) Make it a priority to select the most senior SSGs to attend ANCOC when seats are available.

d. Career management. Career managers should make it a priority to send more senior SSGs to work in high risk challenging positions.

e. Assignment and promotion opportunity. When a SSG is going to be involuntarily selected for special duty assignments it should be around the 10 year mark of his/her career to help enhance career progression.

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6. CMF Proponent Packets.

a. Overall quality. Overall the packet provides great information which is viable in setting standards and tracking where an NCO should be in their professional growth and development of his/her career. The listings of challenging jobs and career progression were extremely helpful in developing panel standards.

b. Recommended improvements. Recommend that all of the challenging/medium risk assignments be changed to most challenging/high risk assignments. Additionally, remove senior drill from the high risk assignments. Continue to address varied challenging assignments for Staff Sergeants. Soldiers competing for promotion must have a clear understanding of their career pattern guide in order to best compete in their field.

7. The point of contacts are SGM William A. Hammonds, william.a.hammonds@us.army.mil, DSN 239-7367 or COMM (910) 432-7367 and SGM Teresa Jackson, teresa.jackson@us.army.mil, DSN 357-0740 or COMM (253) 967-0740.



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